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AGENDA  
Career Service Panel  
Office of Research and Development

6 October 1969

0900 hours  
Room 607 - Conference Room

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1. Review of agenda for 6 October 1969
2. Review of minutes for 15 September 1969
3.
  - a. Promotion actions
  - b. ORD staff changes or additions
  - c. Advance notice of special ORD training

[REDACTED]

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4. Discussion on Retirement Report

[REDACTED]

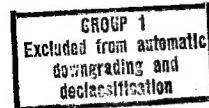
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5. CSP semi-annual report

[REDACTED]

6. New business

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CAREER SERVICE PANEL  
Minutes of the Meeting  
6 October 1969

Attendees:

Acting Chairman  
[REDACTED]

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Recording Secretary  
[REDACTED]

Absentees:

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[REDACTED]

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1. [REDACTED] Acting Chairman, declared a quorum was present and called the meeting to order at 0905 hours.

2. There was one addition to the agenda for 6 October 1969:

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Discussion on Item 9, page 5 of the CSP minutes  
dated 15 September 1969. [REDACTED]

3. The following correction was made to the minutes for 15 September 1969:

a. Item 10, page 5 to read:

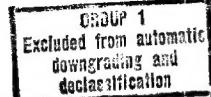
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"....Vote was 4 in favor and 3 not in favor  
of having the decision on [REDACTED]  
promotion stand as decided on 8 August 1969.

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4. [REDACTED] brought up a point of order on the consideration of training for GS-16s by the Career Service Panel rather than the Senior Career Board. It is the policy of ORD that training for GS-16s be considered by ORD CSP.

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5. [REDACTED] reported on the following:

25X1A9a PROMOTIONS:

- a. [REDACTED] Contract Negotiator, Contract & Audit Staff/OL, from GS-12 to GS-13, effective 7 September 1969.

QUALITY STEP INCREASES:

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- a. [REDACTED] GS-14, step 4 to GS-14, step 5, Phys. Scientist - Research.

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- b. [REDACTED] GS-15, step 7 to GS-15, step 8, Phys. Scientist - Research.

RESIGNATIONS:

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- a. [REDACTED] GS-15, Phys. Scien. - Res., 19 September 1969. Will act as Director, Advanced Systems Planning Group, U. S. Naval Security Group Command.

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- b. [REDACTED] GS-4, Clerk Typist, RP/ORD - 19 September 1969 to return home.

ADDITIONS:

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- a. [REDACTED] Clerk Stenographer, GS-4, joined RP/ORD.

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- b. [REDACTED] Clerk Typist, GS-4, joined AO/ORD.  
c. [REDACTED] Phys. Scien - Res., GS-12 joined An/ORD- 8 September 1969.

TRAINING:

None

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6. [REDACTED] reported that he had run off ORD retirement statistics and had talked with people in ORD on retirement. Generally, ORD people seem not to be concerned about the mandatory retirement age being set at 60 years old. [REDACTED] stated that he had asked various

employees if they were aware of the mandatory retirement age of 60 and when were they made aware of this regulation. Quite a few of the employees told him they knew it was age 60 and "always knew" this. Most of the employees have been aboard for three or five years; one person has been aboard 11 years. [REDACTED] further reported that of the people on board for ORD at this time, at the age of 60, there will be 21 people with 40 years of service; 23 with less than 30 years of service; 9 people with less than 25 years of service; and one with less than 10 years of service.

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7. [REDACTED] stated that he would like to know what recourse an employee has for appeal if he was hired before the mandatory retirement age for the Agency was made to be 60 years of age. He asked what legal action can be taken for those people who want to work for the Agency until they are 65 years old, whereas in other places an employee may retire voluntarily at this age.

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8. [REDACTED] stated that [REDACTED] questions should be covered in the memo being prepared by [REDACTED].

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9. [REDACTED] further stated that he didn't know whether other agencies handled their retirement policy under Civil Service as the Agency does or if they handle it in a different way. There are other "exception" Agencies who have the same kind of retirement policy as the Agency but [REDACTED] was unable to find out the names of these agencies.

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10. [REDACTED] further stated that the Agency hiring policy is becoming very firm. An employee will be given a Reserve appointment if say, for example, he comes into the Agency at the age of 50, and will have 15 years of government service at the age of 60. He must retire at the age of 60; he cannot receive extensions to stay until age 62.

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11. [REDACTED] stated that he felt [REDACTED] report should be sent to the Inspector General's office asking for the current policy on extending retirement or the ground rules for retirement extensions.

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12. [REDACTED] stated he felt the basic questions raised by the CSP committee on retirement to be answered were:

- a. Is the Agency policy on retirement under the Civil Service Retirement Act, a punishment as compared to other agencies?
- b. If there is an unfairness in respect to other agencies, what are the dimensions of unfairness?
- c. Is it unfair in respect to Civil Service applicants and, if so, what way is it being unfair?
- d. If the Agency is being unfair, is it not proper to get legislative relief?

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13. [REDACTED] stated he felt that a man at 60 has many assets to offer an office, and it seems as if the Agency is pushing this 'but of the door.'

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14. [REDACTED] stated that it has been established that retirement extensions can be obtained for one year at a time up to age 62.

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15. [REDACTED] stated that the Agency is not putting out a structure of rules as to how the Civil Service retirement program is going to be implemented. The Agency has established a retirement policy outside CIARD. Civil Service administers it. He further stated that one of the objectives of the Career Service Panel report is to see what kind of response the Panel will get from the employees of ORD.

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16. [REDACTED] asked the Panel about the employee who does not want to retire at age 60 and wants to continue working after age 60. The question that remains is how many people are going to have 30 years at the age of 60, and how many people desire to retain the option of working until they are 70 years old.

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17. [REDACTED] stated that the regulation states the policy of retirement very clearly and that it is the policy of the Director of the Agency. He pointed out that the CSP had agreed that if such questions were to be raised, they should be given to the Senior Career Board.

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18. [REDACTED] stated that it might be proper to seek legislative relief for those who must retire at the mandatory age of 60. It was suggested they might receive a slight increase in percentage to make up for additional years they are not able to work and give the individual monetary relief.

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19. [REDACTED] pointed out that the average age for the Agency is 37, and the DCI intenedes that it should go down. [REDACTED] stated that 10 years ago it was 32.

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20. [REDACTED] moved that the Executive Secretary/CSP be asked to identify the inequities that exist between the implementation of the Agency's retirement program and other government agencies under the Civil Service retirement program. [REDACTED] seconded the motion.

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Four members voted for and one member opposed the action. Motion carried.

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21. [REDACTED] was asked to do the following:

- a. Compare FBI, State Department, DoD, NIH, HEW, NSA (have similar ground rules on retirement as CIA), and other major agencies of the government. There may be other inequities other than mandatory age of 60 for retirement.
- b. Find out which agencies in the government are "excepted" and how they implement Civil Service retirement.

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21. (Continued)

- c. Find out any other additional data to support ORD  
CSP case that the Agency's administrative handling  
of Civil Service retirement is unique.

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22. [REDACTED] moved that the CSP approve the release of the  
CSP semi-annual report to ORD employees with two revisions, if necessary.  
Motion seconded. Vote unanimous. Motion carried.

23. The next meeting of the CSP was scheduled for 3 November 1969.

24. Meeting adjourned at 1000 hours.

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Executive Secretary  
Career Service Panel/ORD

APPROVED:

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Acting Chairman/CSP/ORD

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